



STATE OF NEW JERSEY  
CIVIL SERVICE COMMISSION

Chris Christie  
*Governor*  
Kim Guadagno  
*Lt. Governor*

Robert M. Czech  
*Chair/Chief Executive Officer*

**AGENDA OF REGULAR MEETING OF  
THE CIVIL SERVICE COMMISSION  
OCTOBER 3, 2012**

**Robert M. Czech, Chairperson**  
**Robert E. Brenner**  
**Thomas J. Perna**  
**Richard E. Williams**

**SECTION A – HEARING MATTERS**

**A-1 SETTLEMENTS**

In the Matter of Amelia Arroyo  
Essex County  
Department of Citizen Services  
Suspension

In the Matter of Natalie Calloway  
Ancora Psychiatric Hospital  
Department of Human Services  
Release at the end of the working test period

In the Matter of John Cheeseman  
New Jersey State Prison  
Removal

In the Matter of Darlene R. Hannah-Collins  
Ann Klein Forensic Psychiatric Hospital  
Department of Human Services  
Layoff

In the Matter of Giuseppe Maiorano  
City of Newark  
Police Department  
Suspension

In the Matter of Sean McNally  
City of Paterson  
Police Department  
Removal

In the Matter of Saleem Muse  
Essex County  
Department of Citizen  
Removal

In the Matter of Francis Nkruman  
Ancora Psychiatric Hospital  
Department of Human Services  
Resignation not in good standing

In the Matter of Shakerah Parker  
Hunterdon Developmental Center  
Department of Human Services  
Removal

In the Matter of Sean Pyatt  
Hunterdon Developmental Center  
Department of Human Services  
Removal

In the Matter of Rafael Rivera  
City of Newark  
Police Department  
Suspension

In the Matter of Scott Shields  
Hunterdon Developmental Center  
Department of Health Services  
Removal

In the Matter of Gustavo Torres  
City of Newark  
Police Department  
Suspension

**RECOMMENDATION OF THE ADMINISTRATIVE LAW JUDGE IN  
THE ABOVE CASES – SETTLEMENTS**

**ACTION:**

**A-2 BEVERLY-ANN SCHILLING**

Beverly-Ann Schilling, Social Worker, Ocean County Board of Social Services,  
release at the end of the working test period effective February 11, 2009.

Recommendation of the Administrative Law Judge – Uphold the release at  
the end of the working test period.

**ACTION:**

**A-3 STEPHEN KULP**

Stephen Kulp, Cottage Training Technician, Hunterdon Developmental Center, Department of Human Services, removal effective July 23, 2011, on charges of neglect of duty which could result in danger to persons or property, violation of procedure, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Reverse the removal.

**ACTION:**

**A-4 MARCELINO MARTINEZ**

Marcelino Martinez, Laborer 1, Township of Lakewood, Department of Public Works, removal effective February 10, 2012, on charges of incompetency, inefficiency or failure to perform duties, insubordination, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

**ACTION:**

**A-5 DARREN NANCE**

Darren Nance, Police Officer, City of Newark, Police Department, removal effective September 3, 1996, on charges of incompetency, inefficiency or failure to perform duties, insubordination, inability to perform duties, chronic or excessive absenteeism or lateness, conviction of a crime, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Reverse the removal, grant appellant's motion for summary decision and respondent's motion for summary decision is denied.

**ACTION:**

**A-6 LAWRENCE NORMAN**

Lawrence Norman, Police Officer, City of Camden, Police Department, removal effective July 8, 2009, on charges of violation of Police Department rules and regulations and other sufficient cause.

Recommendation of the Administrative Law Judge – Reverse the removal.

**ACTION:**

**A-7 CURTIS ROBINSON**

Curtis Robinson, Senior Medical Security Officer, Ann Klein Forensic Psychiatric Hospital, Department of Human Services, removal effective January 12, 2011, on charges of conduct unbecoming a public employee, physical or verbal abuse of a patient, client, resident or employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Reverse the removal.

**ACTION:**

**SECTION B – MISCELLANEOUS MATTERS**

- B-1** The Division of Classification and Personnel Management requests a bilingual variant for the title Court Services Officer 2 (77230), Judiciary.

**MEMORANDUM**

DATE: September 13, 2012

TO: Civil Service Commission

FROM: Kenneth Connolly, Director  
Classification and Personnel Management

SUBJECT: Change in State Classification Plan

**THE JUDICIARY**

The Judiciary, via the Administrative Office of the Courts, requests a bilingual variant for the title Court Services Officer 2 (77230).

We find the need for the bilingual variant has been adequately justified. Use of the second language can be seen in at least 50% of the list of duties provided – both verbal and written. The organization table provided also supports this analysis, thus we recommend creating the requested variant title.

The appropriate negotiations representatives have been notified by the Judiciary.

Effective date: The effective date of this action will be the beginning of the first pay period that follows the Commission's approval.

**TITLE TO BE CREATED**

Court Services Officer 2, bilingual in Spanish/English  
G98 – 77230\_\_ U R 3512

JT/BP/PM

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www.state.nj.us/csc

**ACTION:****B-2 PAUL D. SIMOES**

Paul D. Simoes, represented by Lucille LaCosta-Davino, Esq., appeals his rejection as a County Correction Officer Recruit candidate by Union County and its request to remove his name from the eligible list for County Correction Officer Recruit (\$9999H), on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:**

**B-3 KEVIN SMITH**

Kevin Smith appeals his rejection as a Correction Officer Recruit candidate by the Department of Corrections and its request to remove his name from the eligible list for Correction Officer Recruit (S9999K), on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:**

**B-4 JANE KLAWUNN**

Jane Klawunn, represented by Robert Yaeger, CWA Local 1040, Hagedorn Psychiatric Hospital, appeals the attached determination of her layoff rights by the Division of Classification and Personnel Management or, in the alternative, requests to relax the applied uniform regulatory criteria in *N.J.A.C. 4A:8-2.1 et seq.* in order to provide her with layoff rights to the title Assistant Social Work Supervisor (Developmental Disabilities) in the Hunterdon Developmental Center.

**ACTION:**

**B-5 NIKIA RIVERA**

The appeal of Nikia Rivera, a County Correction Officer with Cumberland County, Department of Corrections, of a removal, on charges, effective January 24, 2012, was before Administrative Law Judge W. Todd Miller, who rendered his initial decision on July 16, 2012, recommending acknowledgement of the settlement of the parties.

**ACTION:**

**B-6 GARY DEMARZO**

Gary S. DeMarzo, represented by Louis M. Barbone, Esq., appeals the decision of the Division of State and Local Operations, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Correction Officer Recruit (S9999K), Department of Corrections, eligible list on the basis of an unsatisfactory driving record, an unsatisfactory employment record, and falsification of his employment application.

**ACTION:**

**B-7 ANTONIO SANTOS**

Antonio J. Santos, represented by Paul W. Mackey, Esq., appeals the removal of his name from the eligible list for Correction Officer Recruit (S9987M), Department of Corrections, on the basis of an unsatisfactory criminal background.

**ACTION:**

**B-8 DAMIANA KIERNAN**

Damiana Kiernan appeals the determination of the Division of Selection Services and Recruitment which found that she was not eligible for the promotional examination for Senior Management Assistant (PS7109P), Department of Law and Public safety, because her application was received after the closing date of the examination announcement.

**ACTION:**

**B-9 ANTHONY CAGLIN**

Anthony Canglin appeals the determination of the Division of Selection Services and Recruitment which found that he was not eligible for the promotional examination for Industrial Manager 2, State Use Industries (PS2953I), Bayside State Prison, because he was not employed in the announced unit scope.

**ACTION:**

**B-10 GERRY GEORGE**

The Department of Corrections requests that Gerry George's out-of-title experience be accepted to qualify him for a prospective promotional examination for the title of Crew Supervisor, Building Maintenance Programs.

**ACTION:**



**B-11 JOSEPH RESTIVO**

Joseph Restivo appeals the decision of Bergen County to remove of his name from the November 7, 2011 certification of the Investigator Elections (C2042N), Bergen County eligible list due to his lack of requirements for the position.

**ACTION:**

**B-12 ROBERT TRENT, PRINCIPAL INVESTIGATOR, PAROLE AND SECURED FACILITIES (PS4821I), DEPARTMENT OF CORRECTIONS**

Robert Trenton, a Senior Investigator, Parole and Secured Facilities with the Department of Corrections, represented by Catherine Elston, Esq., appeals his non-appointment from the promotional list for Principal Investigator, Parole and Secured Facilities (PS4821I), DOC.

**ACTION:**

**B-13 JAMES PRONCHICK**

The Department of the Treasury requests that the eligible list for Chief of Operations, Treasury (PS2348U), Department of the Treasury, be revived in order to appoint James Pronchick effective April 21, 2012.

**ACTION:**

**B-14 AQILA ABDULLAH**

Aqila Abdullah, a Senior Correction Officer with South Woods State Prison, Department, appeals the determination of the Assistant Director of the Equal Employment Division, DOC, stating that the appellant failed to present sufficient evidence to support a finding that she had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:**

**B-15 NASHEEDAH SINGLETON**

Nasheedah Singleton, a Senior Correction Officer with the Department of Corrections, appeals the determination of the Director, Equal Employment Division, which found that the appellant did not present sufficient evidence to support a finding that she had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:**

**B-16 VIRGIL ROBERTS**

Virgil Roberts, a Senior Correction Officer with the Department of Corrections, represented by Colin M. Lynch, Esq., appeals the determination of the Director, Equal Employment Division, which found that the appellant did not present sufficient evidence to support a finding that he had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:**

**B-17 VERONICA TUCKER**

Veronica Tucker, a Senior Correction Officer with the Department of Corrections, appeals the determination of the Assistant Director, Equal Employment Division, which found that the appellant did not present sufficient evidence to support a finding that he had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:**

**B-18 THOMAS HARRIS, JR.**

Thomas Harris, Jr., Esq., appeals the decision of the Division of Classification and Personnel Management which found that his position is properly classified a Legal Assistant 2, Office of Administrative Law. The appellant seeks a Legal Assistant 1, Office of Administrative Law job classification.

**ACTION:**

**B-19 DENISE HUDSON**

Denise Hudson appeals the December 7, 2011 decision of the former Division of State and Local Operations which found that her position with the Department of the Treasury is properly classified as Head Clerk. The appellant seeks a Technical Assistant 1, Treasury job classification.

**ACTION:**

**B-20 BATTALION FIRE CHIEF (PM0142P), CITY OF HOBOKEN**

Jason Cassesa and David Buoncuore, Fire Captains with the City of Hoboken, request relief from the Civil Service Commission concerning the eligibility of Fire Captain candidates for the Battalion Fire Chief (PM0142P), City of Hoboken examination.

**ACTION:**

**B-21 MECHANIC (M2189N), FAIRVIEW**

Fairview requests permission not to make an appointment from the October 18, 2011 certification for Mechanic (M2189N).

**ACTION:**

**B-22 SHANNON CONWAY**

The appeal of Shannon Conway, a Public Safety Telecommunicator with Monmouth County, of her 30 working day suspension, on charges, was heard by Administrative Law Judge Susan M. Scarola (ALJ), who rendered her initial decision on July 27, 2012. At its meeting on September 19, 2012, the Civil Service Commission did not adopt the ALJ's recommendation to uphold the 30 working day suspension. Rather, the Commission modified the penalty to a 15 working day suspension. The proposed decision is now submitted for the Commission's review.

**ACTION:**

**B-23 FRANK ROKINS**

The appeal of Frank Rokins, a Security Guard with the Newark School District, of his removal effective December 12, 2011, on charges, was heard by Administrative Law Judge Tiffany M. Williams (ALJ), who rendered her initial decision on August 13, 2012. At its meeting on September 19, 2012, the Civil Service Commission adopted the ALJ's recommendation to reverse the removal. However, the Commission found it necessary to address the exceptions and cross exceptions filed by the parties. The proposed final decision is now submitted for the Commission's review.

**ACTION:****B-24 BUILDING INSPECTOR (M0159M), LONG BEACH**

The Township of Long Beach requests reconsideration of the decision rendered on November 22, 2011 by the Civil Service Commission in *In the Matter of Building Inspector (M0159M), Long Beach*, which ordered it to immediately remove the provisional incumbent, Gregory Cirillo, and to properly dispose of the July 13, 2010 certification within 30 days.

**ACTION:****B-25 THOMAS MITCHELL**

Thomas Mitchell, represented by Stephan Siegel, Esq., requests reconsideration of the decision rendered on July 27, 2011, which upheld his 45 working day suspension.

**ACTION:****B-26 SHAUN WILKING**

Shaun Wilking, represented by Jennifer Heiner Pisano, Esq., petitions the Civil Service Commission for reconsideration of its final decision, rendered on March 7, 2012, which upheld the bypass of his name from the Fire Fighter (M2390H), Ridgewood, eligible list.

**ACTION:**

**B-27 JUSTIN CARDUCCI**

Justin Carducci appeals the determination of the former Division of Selection Services that he did not meet the experience requirements for the promotional examination for Senior Custodian (PM0056P), Jersey City School District.

**ACTION:**

**B-28 PAUL CERNIGLIA, ET AL.**

Paul Cerniglia, Michael Mandriota, Scott Paladino and Paul Razzoli appeal the test administration of the examination for Fire Officer 1 (PM5205N), Jersey City.

**ACTION:**

**B-29 MICHAEL CLEENPUT, ET AL.**

Michael Cleenput, John Pettigrew, and Robert Torres, Jr., appeal the test administration of the examinations for Fire Captain (PM5238N), Paterson, Fire Captain (PM5229N), Kearny, and Fire Captain (PM5206N), North Hudson Regional Fire and Rescue Service, respectively.

**ACTION:**

**B-30 PATRICIA CONSTANCE, PRINCIPAL PURCHASING ASSISTANT (PC0354P), MERCER COUNTY**

Patricia Constance appeals the determination of the Division of Selection Services and Recruitment that she did not meet the experience requirements for the promotional examination for Principal Purchasing Assistant (PC0354P), Mercer County.

**ACTION:**

**B-31 MICHELLE DEFRANCIS**

Michelle DeFrancis appeals the determination of the former Division of Selection Services that she did not meet the experience requirement for the promotional examination for Purchasing Agent (PM0113P), Jackson Township Municipal Utilities Authority.

**ACTION:**

**B-32 BRUNA FERNANDES**

Bruna Fernandes appeals her score for the Bilingual Communication Abilities Test for English/Spanish for Family Service Specialist 2, Department of Children and Families.

**ACTION:**

**B-33 NIEVE GARCIA**

Nieve Garcia requests a retest of the examination for Human Services Specialist 1 (C0049P), Bergen County.

**ACTION:**

**B-34 MELANIE KEMERY**

Melanie Kemery, represented by John Pilles, Jr., Esq., appeals the physical performance portion of the examination for Fire Fighter (M9999M) on the basis that it discriminates against women.

**ACTION:**

**B-35 MARK MOGUIN**

Mark Moguin appeals the determination of the former Division of Selection Services that he did not meet the experience requirement for the promotional examination for Supervisor, Central Mailing Room (PC0127P), Morris County.

**ACTION:**

**B-36 JASON ANZELMO, ET AL.**

Jason Anzelmo, Jeffrey Bracken, Ronald Laube, Edward Polak, Jason McGurk, John Sinke, and Charles Stauhs, Fire Lieutenant (PM5178N), Clifton; John Kurz, Fire Lieutenant (PM5180N), Hackensack; Keith Bierwisch, Tyrone Brown and Kevin Franz, Fire Lieutenant (PM5182N), Irvington; Jason Iozzi and Michael Smith, Fire Lieutenant (PM5185N), Linden; Henry Cioffi, Fire Lieutenant (PM5186N), Long Branch; Mark Jenkins, Fire Lieutenant (PM5188N), Mount Laurel; Stephen Bonura, Collin Thomas, and Donald Whitlock, Fire Lieutenant (PM5189N), New Brunswick; David Hollywood and Don Santangelo, Fire Lieutenant (PM5191N), Nutley; Brian Lopazanski, Fire Lieutenant (PM5194N), Perth Amboy; John Coppola

and John Reed, Fire Lieutenant (PM5195N), Plainfield; Michael Commins, John Denvir and Peter Scott, Fire Lieutenant (PM5198N), South Orange; Ed Collins, Richard Fretz, Brian Rocklein and Eric Stroming, Fire Lieutenant (PM5200N), Union Township; Thomas Grimley, Fire Lieutenant (PM5201N), Ventnor City; Paul Harvey, Fire Lieutenant (PM5202N), Vineland; Michael Wharton, Fire Lieutenant (PM5203N), Voorhees Township; and,

Robert Baykowski, Michael Budinick, Gary Byrne, Luis Colon, Alexander Degnan, Nicholas Degnan, Nicoli Georieff, Samuel Giove, Kevin Kulnis, Scott McDermott, Patrick Nestor, Jason Reo, Miguel Rios, Bryon Schoch, Carmine Rizzi, and Joseph Shastay, Fire Officer 1 (PM5205N), Jersey City; Joseph Arena, Richard Barreres, Michael Crossan, Frederick Leaycraft, Charles Snyder, Eduardo Valdivia, Jose Vargas and Steven Wojtowicz, Fire Officer 1 (PM5206N), North Hudson Regional Fire and Rescue Service; and,

Christian Osbeck, Fire Captain (PM5208N), Atlantic City; John Cleary, Christopher Czuba, Salvatore Gaetani, Brian Kacza, Roger Nunez, Vincent Parlavechio, William Rabbitt, Edward Ratyniak, Leo Smith, Michael Smith, William Urbanski, Fire Captain (PM5209N), Bayonne; Micheal Bevins, Christopher Colon, Frank Durantino, and Wojciech Masiak, Fire Captain (PM5211N), Bloomfield; Walter Cosby, and Kiron Walton, Fire Captain (PM5218N), East Orange; Luis Atienza, Ricardo Chaparro, Stephen Gagliano, Micheal Guarino, Thomas Kelly, Ryan Lin, Nicholas Sisk, Sean Wasacz and John Zapata, Fire Captain (PM5219N), Elizabeth; Robert Pienciak, Fire Captain (PM5225N), Hillside; Joseph Grossi, Matthew Markey and Keith Volaric, Fire Captain (PM5226N), Hoboken; Vincent Capriglione, Joseph Delikat, Joseph Gethard, Troy Harrison, Tyrone Johnson, Ernest Lunetta and Delfin Ortiz, Fire Captain (PM5234N), Newark; Brent Meisenhelter, Fire Captain (PM5236N), Ocean City; Micah Almendinger, Joseph Gonzalez, Gerard Long, Fire Captain (PM5237N), Orange; Craig Bland, Micheal Cleenput, Jason Macones, Jose Molina, Ascary Rios and Thomas VanDalinda, Fire Captain (PM5238N), Paterson; Mark Buriani, Brian Butler, David Jobs and Clinton Youngblood, Fire Captain (PM5243N), Trenton; Philip Bussey, Sean Gaynor, Douglas Johnson, Joseph Matullo and Kenneth Reitmeyer, Fire Captain (PM5246N), West Orange; and Brian Salmon, Steven Salzer and Steven Silcott, Fire Captain (PM5249N), Winslow Township, appeal the correct responses to various questions on their respective promotional examinations.

**ACTION:**

**B-37 CIVIL SERVICE COMMISSION MINUTES**

Submitted for adoption are the Civil Service Commission minutes of its meeting of September 19, 2012.

**ACTION:**